



PRODUCTIVITY COMMISSION SUBMISSION

REGULATORY BURDENS – MANUFACTURING AND DISTRIBUTIVE TRADES

ISSUES

1. *Customs Duty administered by the Australian Customs Services and Excise Duty by the ATO.*

This has led to inconsistencies in the treatment of dutiable liquor products and duplicated audit requirements.

Cost to the company: Approximately \$70,000 p.a.

Recommendations

That both duties be handled by the one government agency, suggest the Australian Customs Service and administrative processes made uniform.

2. *Industrial Relations*

The Workplace Relations Act is a Federal Act which governs activities within the realm of Industrial relations. It has compliance requirements, lodgement and certification requirements. There are also individual State Acts and regulations which duplicate the federal requirements.

Cost to the company: All of these impose enormous administrative burdens on our company and reduce the speed of decision making which in turn restricts our ability to be flexible and responsive. Approximate direct costs are \$450,000 p.a.

Recommendations

That industrial relations be regulated and administered solely by the Commonwealth.

3. *Equal Opportunity Reporting*

This is a requirement imposed on companies to submit annual reports to the Federal Government on staff numbers by sex, level in the company, respective female pay rates compared to male employees and also requires details on interventions the business is actively engaging in to raise the level of female participation, particularly at management and executive level.

The penalty for failure to report is to be named in Parliament and excluded from participation in tendering for Government contracts.

There is no apparent evidence of any benefit from this requirement.

Cost to the company: Approximately \$10,000 p.a.

Recommendation

That the outcomes of EEO reporting be measured and either the need for these reports re-evaluated in the light of the results or actions taken to ensure meaningful benefits ensue from the reporting process.

4. OH&S Compensation

This is an area of business where a national company is required to be bound by, report on, comply with and subscribe to a range of legislation, regulation, orders and recommendations from 8 (eight) different bodies, States, Territories, Statutory Authorities Tribunals etc., when one single authority could easily suffice. It easily occupies 2 people, full time per year.

Cost to the company: Approximately \$300,000 p.a.

Recommendation

That OH&S and Workers Compensation be regulated and administered solely by the Commonwealth.

Submitted by: **JOHN RANDALL**
Company Secretary

Metcash Limited
50 Waterloo Road
MACQUARIE PARK NSW 2113